

Information Sheet on W-2 Training and Education

1. What does the research tell us about education and training?

DWD recognizes the importance of education and training in sustaining employment, though education alone will not bring participants out of poverty.

- Full-time work is the most effective means of moving out of poverty.
- Education that provides specific skills that are needed for available jobs is most effective in raising income levels.

2. How have we built education and training into W-2?

- W-2 policy provides for up to 10 hours of education and training for CSJ participants and up to 12 hours for W-2T participants per week. Education and training activities may include basic education, attainment of a GED or HSED, soft skills training, and short-term jobs skill training.
- The education and training hours can also be aggregated so that individuals can participate in more short-term intensive training programs. Wisconsin's technical college system offer many one- and two- semester certificate programs that are accessible to participants under this policy.
- Earlier this year, DWD altered the policy on aggregating hours so that more education and training hours may be aggregated upfront and for a wider group of participants (Employed individuals in a pro-rated CSJ can now benefit from the aggregation policy).
- Participants can also benefit from the W-2 Technical College component that allows full-time participation in a technical college program, provided that they participate in 25 hours per week of work training and maintain a 2.0 grade point average.
- Guidance on these policies was issued to W-2 caseworkers through an Operations Memo earlier this year.

3. And for the 18-19 year olds?

- 18 and 19 year olds who have not completed high school can meet some or all of their work training requirements through participation in courses leading to a high school or General Equivalency diploma.

4. What other education and training opportunities can our participants benefit from?

- Workforce Attachment and Advancement (WAA) and Welfare-to-Work (WtW) programs also offer a broad range of education and training opportunities. Both allow agencies to pay for basic education, short-term skills, and technical college courses. Each agency has the flexibility to design its own plan to operate WAA or WtW, thus the services provided are tailored.

- Many agencies have implemented innovative projects to increase the utilization of education and training funds through WAA. A couple of examples are Job Retention bonuses and Training Completion Bonuses.
- The Workforce Investment Act also provides a number of education and training opportunities including the Individual Training Accounts (ITAs). A person with an ITA can use the State List of Eligible Training Providers to select their own training provider in consultation with their case manager.